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EIGHTY-SEVENTH ANNUAL REPORT
OF THE
BOARD OF MANAGERS
OF THE
BELLEVUE and MILLS
SCHOOLS OF NURSING, Inc.

1959-60

CONTENTS

	<i>Page</i>
Board of Managers, Officers and Members	2
Standing Committees	3
Report of the President	4
Report of the Secretary	6
Faculty Bellevue and Mills Schools of Nursing and Nursing Service Administrative and Supervisory Staff	7
Report of the Bellevue and Mills Schools of Nursing	10
Student Enrollment	13
Educational Program	15
Library	16
Student Personnel Program	17
Army Student Nurse Program	20
Capping and Insignia Exercises	20
Graduation	21
Awards	23
Faculty and Staff	24
Visitors to the Schools	26
Report of the Nursing Service of Bellevue Hospital Center	27
Statistics of Nursing Personnel	27
Staff and In-Service Education Programs	29
Staffing Problems and Recruitment	31
Nursing Service Organization	31
Professional Activities	33
Appointments, Resignations, Retirements	34
Honors and Awards	36
Research Studies	37
Visitors to Nursing Service	37
Surveys	37
Acknowledgments	38
Report of the President of the Bellevue Alumnae Association	40
Certificate of Incorporation	42
Constitution and By-Laws	44
Agreement	47
Report of Auditor	50

EIGHTY-SEVENTH ANNUAL REPORT
OF THE
BOARD OF MANAGERS
OF THE
BELLEVUE and MILLS
SCHOOLS OF NURSING, Inc.

440 East 26th Street

New York 10, N. Y.

BOARD OF MANAGERS 1960 - 1961

President

Mrs. JOHN J. McCLOY
79 East 79 St., New York 21

First Vice-President

Mrs. GARDNER D. STOUT
150 East 73 St., New York 21

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Mrs. EDWARD G. LOWRY, JR.
2-A Washington Mews
New York, N. Y.

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155 East 72 St., New York 21

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Mrs. ALBERT FRANCKE, JR.
156 East 74 St., New York 21

Assistant Secretary

Mrs. ARCHIBALD DOUGLAS, JR.
Tuxedo Park, New York

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Mrs. WILLIAM H. OSBORN
117 East 70 St., New York 21

Assistant Treasurer

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10 East 66 St., New York 21

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Mrs. VANDERBILT WEBB

APRIL 1962

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Mrs. JOHN J. McCLOY
Mrs. JAMES S. MURPHY
Mrs. WILLIAM H. OSBORN

APRIL 1964

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Mrs. HAROLD MEDINA, JR.

Mrs. PETER PAINE
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Mrs. GARDNER D. STOUT

APRIL 1965

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Mrs. JOSE M. FERRER, JR.
Mrs. EDWIN H. KOEHLER

Mrs. WILLETS MEYER
Mrs. EDWARD S. RIMER
Mrs. NELSON A. ROCKEFELLER

STANDING COMMITTEES 1960 - 1961

BUDGET COMMITTEE	MRS. EDWARD G. LOWRY, <i>Chairman</i>
COUNSELING & GUIDANCE COMMITTEE	MRS. JOHN L. LOEB, <i>Chairman</i>
EDUCATION COMMITTEE	MRS. ELLIOT GOODWIN, <i>Chairman</i>
HEALTH COMMITTEE	MRS. EDWARD S. RIMER, <i>Chairman</i>
HOUSE COMMITTEE	MRS. HENRY C. BRUNIE, <i>Chairman</i>
LIBRARY COMMITTEE	MRS. JAMES S. MURPHY, <i>Chairman</i>
MEMBERSHIP COMMITTEE	MRS. J. HOWLAND AUCHINCLOSS, <i>Chairman</i>
NURSING COMMITTEE	MRS. JOHN L. LOEB, <i>Chairman</i>
WARD VISITING COMMITTEE	MRS. WILLETS MEYER, <i>Chairman</i>

HONORARY MEMBERS

MRS. WINTHROP ALDRICH	MRS. HENRY JAMES
	MRS. HAROLD OTIS

ASSOCIATE MEMBERS

MRS. GEORGE TUCKER BISPHAM	MRS. HARRY FORSYTH
MRS. CHARLES BURLINGHAM	MRS. GEORGE S. FRANKLIN
MRS. ARCHIBALD DOUGLAS	MRS. G. BEEKMAN HOPPIN
MRS. JOHN FOSTER DULLES	MRS. L. RANDOLPH MASON
	MRS. LANSING P. REED

REPORT OF THE PRESIDENT

For the Fiscal Year July 1, 1959 to June 30, 1960

The year 1959-60 has been beset by unusually complex and difficult problems, most of which stem from the acute nursing shortage. The Board has struggled with the difficulties resulting from this situation for several years and was heartened, during 1959-60, to be so vigorously supported by the medical staff. Together we have worked and planned and have not only met in the hospital, but have carried our suggestions and demands to city authorities. The medical staff, as well as Board members, have appeared before the Mayor, the Budget Director and the Board of Estimate.

Our major concern has been directed toward middle income housing for our nursing staff. For two years we have met with appropriate city agencies to advance the Bellevue South Housing project sponsored by the Phipps Houses. We have great hope of its completion in spite of many discouraging setbacks. We feel certain that housing is a great factor in our staffing problems.

The Board continues its deep interest in the Residence, Infirmary and in the School itself for the education and welfare of our students is another of our serious responsibilities.

Ward Visiting throughout the hospital, where we can observe the training of our students, is, as always, a most rewarding function. Here again the shortage of an adequate teaching staff is a serious handicap.

Mrs. Loeb, Chairman of the Nursing Committee, together with representatives of the faculty, continue to meet monthly. They review the details and problems incidental to running the School and determine the scholarship grants.

Mrs. Goodwin's Educational Committee widened its scope to explore the expanding extra-curricular activities and continued its study of educational developments.

The relation of the individual student to the life of the School is the responsibility of the Counseling and Guidance Program and Mrs. Loeb, Chairman of this Committee, reports:

With each succeeding year Miss Helen Ryan and her able assistants on the faculty bring new depths and strength to the counsel and guidance program. The freshman students are given special attention and each member of the class is interviewed at regular intervals, which helps immeasurably in the new student's adjustment to her vocation. Group counseling has continued to be used effectively, particularly with the various committees and special interest groups which are activated by the students themselves.

The library itself has brightened and has an interesting program. Much work has been done in the historical and research division. Mrs. James Murphy is our Committee Chairman.

Mrs. Brunie of the House Committee reports a busy year. Numerous repairs and corrections still leave some serious deficiencies. For example, plaster in the kitchen of one of our cafeterias falls daily and must be swept away before the food can be prepared.

Mrs. Rimer's evaluation of the Health Service shows commendable progress. Close attention is given to the well-being of each student, both before and after admission. This year there were 900 admissions to the Infirmary and sixteen to the hospital. We are very grateful to our consulting doctors and to the staff physician, who work so closely with Miss LaCouture and her staff.

The Budget Committee, with Mrs. Lowry as its Chairman, has pressed the expansion of the teaching staff because of increase in student enrollment. Together with representatives of the Medical Board of Bellevue Hospital, the committee has urgently appealed to the Board of Estimate for more realistic salaries, for adequate housing and for better working conditions to alleviate the disastrous scarcity of nurses.

We conclude our report with Mrs. Meyer's summary of our Ward Visiting activities. It condenses our observations of the emergencies that exist in the hospital. Mrs. Meyer, Chairman of the Committee, writes:

Our ward visitors have been depressed by the increasingly serious staffing situation in many parts of the hospital. They have been impressed by the devotion and determination of the relatively small number of nurses available for duty, each doing the work of several people. The fact that the shortage of nurses has been getting progressively and drastically worse for so many months has now begun to affect the morale of those who are still at Bellevue, especially since there seems to be little prospect of relief in the near future. This situation inevitably reflects on the education of the student nurse since the Ward Instructors must frequently take over the duties of the Head Nurses. A year ago we warned that the strain of understaffing must not be allowed to continue too long, and instead it has gotten worse.

Problems such as the poor housekeeping in some areas and the continued physical deterioration of the buildings have added to the burdens of the nurses. Some of the physical problems have been solved and new paint has brightened the picture in some areas, but in the last few months the all-important problem of understaffing has overshadowed all other difficulties.

No account of the activities of the Board can be complete without another acknowledgment of our profound appreciation of the work of Miss Thelma Ryan, our Director of Nursing Schools and Nursing Services, and her staff. Their selfless devotion and spirit of service deserves the highest praise.

Respectfully submitted,

ELLEN McCLOY

REPORT OF THE SECRETARY

1959 - 1960

The first of sixteen meetings of the Board was held on September 23, 1959 and the last one was held on May 25, 1960. The June meeting fell on graduation day and was cancelled.

At the annual meeting of the Society, held April 27, 1960 the following managers were elected to the class of 1965.

Mrs. Henry C. Alexander	Mrs. Willets Meyer
Mrs. Jose M. Ferrer, Jr.	Mrs. Edward S. Rimer
Mrs. Edwin H. Koehler	Mrs. Nelson A. Rockefeller

At the annual meeting of the Board of Managers, held on April 27, 1960 the following officers were elected for one year or until their successors shall be appointed.

MRS. JOHN J. McCLOY	President
MRS. GARDNER D. STOUT	First Vice-President
MRS. EDWARD G. LOWRY, JR.	Second Vice-President
MRS. SAMUEL L. ROSENBERRY	Third Vice-President
MRS. WILLIAM H. OSBORN	Treasurer
MRS. JOSE M. FERRER, JR.	Assistant Treasurer
MRS. ALBERT FRANCKE, JR.	Secretary
MRS. ARCHIBALD DOUGLAS, JR.	Assistant Secretary

Leaves of absence were granted Mrs. Rosenberry and Mrs. Lord.

Respectfully Submitted

ELEANOR E. FRANCKE
Secretary

FACULTY BELLEVUE AND MILLS SCHOOLS OF NURSING AND ADMINISTRATIVE AND SUPERVISORY STAFF BELLEVUE HOSPITAL CENTER NURSING SERVICE

July 1, 1959 to June 30, 1960

ADMINISTRATIVE OFFICERS OF FACULTY

THELMA J. RYAN, R.N., B.S., M.A., *Director*
 JOSEPHINE K. TETRICK, R.N., B.S., M.A., *Associate Director*
 HELEN CARMODY, R.N., B.S., M.S., *Assistant Director for Curriculum*
 EVA THOST, R.N., B.S., M.A., *Assistant Director for Clinical Instruction*
 PEARL PAPASIAN, R.N., B.S., M.A., *Assistant Director for Clinical Instruction*
 HELEN V. RYAN, R.N., B.A., M.A., *Assistant Director for Student Personnel and Guidance*
 RITA LACOUTURE, R.N., B.S., *Supervisor of Student Health*

FACULTY AND STAFF

ROBERT AKST, R.N., B.S., M.A., *Instructor of Medical-Surgical Nursing*
 PAUL AMOS, B.A., M.A., M.S., *Librarian*
 *DOROTHY BELL, R.N., *Instructor of Maternal and Child Health*
 ANNIE BENJAMIN, R.N., B.S., M.A., *Instructor of Biological and Physical Sciences*
 GLORIA BRAXTON, R.N., B.S., B.A., M.A., *Instructor of Biological and Physical Sciences*
 ELLEN BUCHMAIER, R.N., B.S., *Assistant Instructor of Nursing Foundations*
 ALICE BURKHARDT, B.A., M.A., *Recreational Counselor*
 MYRTLE BYRON, R.N., *Supervisor Residence*
 HELEN CHADWICK, R.N., B.S., M.A., *Instructor of Biological and Physical Sciences*
 LOUISE FAULKNER, R.N., B.A., *Instructor of Medical-Surgical Nursing*
 BEATRICE FINKELSTEIN, B.S., *Instructor of Nutrition*
 CAROL FREDA, R.N., B.S., *Instructor of Nursing Foundations*
 BELVA GARDINER, R.N., B.S., M.S., *Instructor of Biological and Physical Sciences*
 *RUTH GISHLER, R.N., B.S., M.A., *Instructor of Medical-Surgical Nursing*
 *JEANNE GRUSHINSKI, R.N., B.S., M.A., M.S., *Coordinator for Medical Nursing*
 LOUIS HALPRYN, R.N., B.S., M.S., *Instructor of Biological and Physical Sciences*
 *BETTY KAUFFMAN, R.N., B.A., B.S., M.A., *Instructor of Maternal and Child Health*
 *DORIS KING, R.N., *Instructor of Medical-Surgical Nursing*
 HILDA KOLLARITSH, R.N., B.S., *Instructor of Medical-Surgical Nursing*
 HELENE LIGHTBOURNE, R.N., B.S., *Instructor of Maternal and Child Health*
 ADA McLAUGHLIN, R.N., B.S., *Instructor of Medical-Surgical Nursing*
 *LOUISE MACCHIO, R.N., B.S., *Instructor of Neurological Nursing*
 TERESA MADONNA, R.N., B.S., *Instructor of Psychiatric Nursing*
 *DOROTHY MICHALSKI, R.N., B.S., *Coordinator for Operating Room Nursing*
 *ALICE MORRISSEY, R.N., B.S., *Instructor of Rehabilitation Nursing*
 FRANCIS J. MURPHY, R.N., B.B.A., *Recreation Counselor*
 *AGNES MURRAY, R.N., B.S., M.A., *Coordinator for Pediatric Nursing*

*Also responsible for supervision of service.

- WILLIAM OBERMEYER, R.N., B.S., M.A., *Instructor of Biological and Physical Sciences*
- *WILLIAM PATTERSON, R.N., B.S., *Coordinator for Surgical Nursing*
- DOLORES PHILLIPS, R.N., B.S., M.A., *Instructor of Biological and Physical Sciences*
- ANNE RICHWALL, R.N., B.S., M.A., *Instructor of Medical-Surgical Nursing*
- *DOROTHY ROSS, R.N., B.S., *Instructor of Medical-Surgical Nursing*
- ESTELLE SCHNEIDER, B.S., *Instructor of Physical Education*
- MABEL STOTT, R.N., B.S., M.A., *Student Counselor*
- MARY TOMASELLI, R.N., *Assistant Instructor of Nursing Foundations*
- LUDOVINA TORO, R.N., B.S., *Instructor of Medical-Surgical Nursing*
- JOLAN TOTH, R.N., B.S., M.A., *Instructor of Psychiatric Nursing*
- MARION TUCKETT, B.S., M.S., *Instructor of Nutrition*
- KAY PALMER VETTER, R.N., B.S., *Instructor of Nursing Foundations*
- *HELEN WAGO, R.N., B.S., M.A., ED.D., *Coordinator for Chest Nursing*
- DORIS WIESE, R.N., B.S., *Instructor of Medical-Surgical Nursing*

Assistant Clinical Instructors

In addition to the above listed faculty members, there were 68 assistant clinical instructors who were assigned to the various clinical areas in which students were having their clinical experience.

ADMINISTRATIVE OFFICERS OF NURSING SERVICE

- THELMA J. RYAN, R.N., B.S., M.A., *Director*
- MADELEINE R. MURRAY, R.N., B.S., M.A., *Associate Director*
- CHARLES HEROY, R.N., B.S., M.A., *Assistant Director*
- ED WADE JERNIGAN, R.N., B.S., *Assistant Director*
- ANNETTA HOFFMANN, R.N., *Assistant Director for Psychiatric Service*
- ALICE KINCH, R.N., B.S., M.A., *Assistant Director for Staff Education*
- SARA EDWARDS, R.N., B.S., M.A., *Assistant Director—Evening*
- HELENA O. SIRD, R.N., B.S., *Assistant Director—Night*
- MARIE SANDISH LAMBERTON, R.N., B.S., *Assistant to Director*

SUPERVISORS AND STAFF

- JANE R. AJELLO, R.N., *Admitting and Emergency Service*
- MARGARET BALLANTINE, R.N., *Psychiatric Service—Evening*
- JOHNNIE LEE BEAGLES, R.N., *Adult Special Services—Night*
- MINNIE F. BIFFER, R.N., *Surgical Supplies and Equipment*
- MARION BLOOD, R.N., *Relief—Evening*
- GRAYCE BROGAN, R.N., B.S., *Adult Surgical Specialties*
- BEULAH BROOKS, R.N., *Chest Service—Evening*
- GILBERT BROOKS, R.N., B.S., *Adult Surgical Specialties*
- ELLEN B. BROWN, R.N., B.S., M.A., *Psychiatric Service—Evening*
- MARION B. BROWN, R.N., B.S., *Psychiatric Service*
- HAROLD CLARK, R.N., *Psychiatric Service*
- EDNA COLEMAN, R.N., B.S., *Medical Service*
- MAE BATES COLLEY, R.N., B.S., M.A., *Instructor for Auxiliary Personnel*
- MARGARET CROTTY, R.N., B.A., B.S., *Admitting and Emergency Service—Night*
- CLYDE CUNNINGHAM, R.N., *Relief—Night*
- MARGUERITE DAVIS, R.N., B.S., *Instructor for Auxiliary Personnel—Psychiatry*
- ALBERTA ELLIS, R.N., *Adult Special Services*
- HELEN EVANS, R.N., B.S., *Pediatric Service—Night*
- GRETA FAULKNER, R.N., *Adult Special Services—Evening*

*Also responsible for supervision of service.

DAVE FEINBERG, R.N., B.S., *Instructor for Auxiliary Personnel*
 HERBERT FRANKLIN, R.N., *Psychiatric Service—Night*
 HERMINA FROMM, R.N., *F & G Pavilion*
 HELEN GERMAN, R.N., B.S., *Psychiatric Service*
 EUTHEMIA GIANUKAKIS, R.N., *Relief—Night*
 ESMERALDA GRANT, R.N., *Instructor for Auxiliary Personnel*
 MYRA GREENIDGE, R.N., *Psychiatric Service—Night*
 WARREN B. HATCHER, R.N., B.S., *Psychiatric Service—Night*
 ANNE HENNESSEY, R.N., *Relief—Evening*
 IRENE HIGGINS, R.N., *A & B Pavilion*
 DORIS HOEY, R.N., *Medical Service—Evening*
 JULIUS HORTON, R.N., B.A., *Surgical Service—Night*
 ROSE V. HORVATH, R.N., B.S., *Pediatric Service*
 BLANCHE JACKOWSKI, R.N., *Psychiatric Service*
 DOROTHY JONES, R.N., *Instructor for Auxiliary Personnel*
 MARY I. KNAPP, R.N., B.S., M.A., *Psychiatric Service*
 STANLEY KORWEK, R.N., B.S., *Instructor for Auxiliary Personnel—Psychiatry*
 ARLINE LAUFFENBERGER, R.N., *Psychiatric Pavilion*
 HATTIE LEWIS, R.N., *Adult Special Services—Night*
 JULIETTE LEWIS, R.N., *Psychiatric Service—Mental Hygiene Clinic*
 MARILYN LINK, R.N., B.S., M.A., *Surgical Service*
 ANNE McDONALD, R.N., B.S., *Obstetric Service*
 GERTRUDE McLAUGHLIN, R.N., *Relief—Night*
 BARBARA MANZO, R.N., *Surgical Service—Evening*
 RUTH B. MINGUS, R.N., *I & K Pavilion*
 JULIA MURRAY, R.N., B.S., *Relief—Night*
 KATE OTANI, R.N., B.S., M.A., *Psychiatric Service*
 KATHERINE OWEN, R.N., *Pediatric Service, Relief—Evening and Night*
 TERESA PANNY, R.N., *Relief—Evening*
 BLANCHE PECKHAM, R.N., *C & D Pavilion*
 GERALD PETERSON, R.N., B.S., *Admitting Service—Psychiatry*
 EUGENIA PLASS, R.N., *Medical Service—Night*
 ALICE QUINN, R.N., B.S., *Pediatric Service—Evening*
 GILBERT RAINER, R.N., *Psychiatric Service*
 JOHN H. REID, JR., R.N., *Psychiatric Service—Evening*
 SYLVIA SADKIN, R.N., B.S., M.A., *Psychiatric Service*
 LEONA SINGER, R.N., *Out Patient Service*
 PAULINE SJOGREN, R.N., *Chest Service—Night*
 MAE BELLE STEHLER, R.N., *R & S Pavilion*
 JANET STEINMILLER, R.N., *Relief—Evening*
 CRESCENTIA TROY, R.N., B.S., *Home Care Service*
 LEAH VAN DERVOORT, R.N., *L & M Pavilion*
 CORA WARREN, R.N., B.S., *Psychiatric Service—Evening*
 GEORGE WRIGHT, R.N., B.S., *Admitting and Emergency Service—Evening*
 WILHELMINA WYNN, R.N., B.S., *Conference Nurse for Obstetrics*
 DANA YOUNG, R.N., B.S., *Psychiatric Service—Night*
 ALEXANDER YOWIK, R.N., *Adult Special Services—Evening*

SECRETARIES

BELLE GROSSMAN REIBEL, *School of Nursing*
 RENATA BRIGANTI, *Nursing Service*

REPORT OF THE BELLEVUE AND MILLS SCHOOLS OF NURSING

1959 - 1960

To the Board of Managers:

I am extremely pleased to report to you that the efforts of the faculty in the two-year Curriculum Study are beginning to pay real dividends. We implemented the new curriculum design with the class that entered in September 1959 and have evaluated its many aspects carefully and have found that students are more satisfied, the adjustment to clinical areas is more rapid, patients are getting total nursing care given by the students under close supervision and the students are thoroughly enjoying their patient contacts at a much earlier date than previously. The instructors feel greatly rewarded for their efforts and a new bond between instructors and students is evolving. The attrition rate of this class decreased markedly (14.4%) in comparison with the one that entered the previous September (25%). These figures were noted at the end of the first year in each case. The attitude of the students toward patients, faculty, administrative officers and other students is generally healthy and full of spirit. We hope this is a good omen and that it will continue and be infectious.

We were disappointed that no action was taken on our request to modify eight (8) assistant clinical instructor positions to seven (7) clinical instructor positions. With the tremendous program we have and the large number of students enrolled it is essential that we have more well qualified clinical instructors to help carry the teaching load. Modification of these positions was recommended instead of the twelve (12) new positions requested in the budget.

We will be visited in 1961 by the representatives of the State Department of Education to evaluate our program for reregistration in the State of New York for the next 5-year period. Also, the visitors from the National League of Nursing Accrediting Service will review and reevaluate our program for continued full accreditation for a 6-year period. The faculty is already hard at work getting ready for these very important visitors. We believe, however, that the guides received and the conferences of the Council of Member Agencies of the Diploma and Associate Degree programs and conferences with the State Education Department have given us much help and we have been developing their recommendations constantly. There will be voluminous reports to compile which will be very time consuming. The nursing service staff is working along with the faculty so that a major part of the work will be done before the dates of the visits are announced.

The Admissions Committee has met regularly every Tuesday morning to process applications. We expect to admit 264 students this fall, including 24 men. We have reason to believe that the article in the January Reader's Digest, "Men Can Beat the Nurse Shortage," has had an effect because of its wide circulation. This will be the largest group of students to enter at any one time in the history of the schools. We expect to reach the goal set for 1961 when we initiated the Curriculum Study, i.e., 300 students to enter in September each year. The statistics of this school year bear out that possibility. A few interesting ones are recorded here:

Mail and telephone requests for information	6,298
Applications received for processing for 1960	1,826
Personal interviews (from January to June 1960)	505
For the 1961 class—	
completed applications	16
preliminary applications filed	56

Of course, this means that there will be very little housing available for graduate nurses in "440" in the fall of 1961 and thereafter.

The ad hoc committee which was formed at the direction of the Executive Vice-President of New York University to study the degree program made its final report to the University administrators. The chairman, Dean Pollock, recommended to the Executive Committee of the Schools that the five year collegiate program leading to a Bachelor of Science degree which was operated jointly by the School of Medicine, through the Bellevue and Mills Schools of Nursing, and Washington Square college be discontinued. It was unanimously approved by the Executive Committee. Admissions to this program have been suspended since 1958 and the last group of students will graduate in 1962. The Bellevue and Mills Schools of Nursing will continue to furnish all normal educational opportunities to the collegiate students until all those admitted complete the course. The ad hoc committee recommended a College of Nursing to the university administration but no recommendations were made concerning the relationships of Bellevue and Mills Schools and the School of Medicine to the new college.

There has been much discussion here and elsewhere about various patterns of nursing education and what our course should be in the years ahead. The Executive Committee, the Board of Managers and the faculty on invitation by the Board, were privileged to hear and to ask questions about the associate degree program when Miss Mildred Montag, Professor of Nursing Education at Teachers College, Columbia University presented that program in considerable detail. A resolution was written into the minutes of the Executive Committee and will serve as a guide for future deliberations.

Doctor S. Bernard Wortis, Dean of the School of Medicine, was welcomed as a new member of the Executive Committee. Dean Wortis relieved Dean Sheehan.

We are trying to become familiar with the following changes of name: The New York University-Bellevue Medical Center will be called The New York University Medical Center; The Medical College will be the School of Medicine; and the Faculty Council will be known as the Administrative Council of the Bellevue and Mills Schools of Nursing.

Early in June the Office of International Trade Fairs of the United States Department of Commerce contacted us and asked if they might display a Bellevue cap at the Medical Exhibit in Plovdiv, Bulgaria from September 18 to October 2, 1960. We were one of six schools chosen and we were especially pleased to be included in an international exhibit behind the "Iron Curtain."

We note with pleasure also that at last the air conditioner in the auditorium in the residence is in working order, the heat lines are in for the entire first floor offices and health service, and the air conditioners in the reception room are being repaired.

The furniture in the reception rooms and in the small parlors is in need of repair or replacement. It is in constant use by over six hundred persons. The draperies in the Reception Room are in tatters and should be replaced because they ruin the appearance of that lovely room. Most of this furniture and the draperies have been in constant use since 1954.

The program in the schools has been whole-heartedly supported by the nursing service staff and an intensive effort has been put forth to make our staff and in-service education programs second to none. There has been much interest on the part of the staff and the programs have been well attended. A few statistics will point up the volume of work entailed in developing and executing such programs:

	<i>Scheduled Demonstrations, Lectures, etc.</i>	<i>Number Attended</i>
Professional Nurses	152	962
Practical Nurses	212	483
Nurses Aides	302	1,561
Other non-professional personnel.....	90	290

We are in dire need of supplies and equipment to carry on this program. We need procedure manuals for nurses aides; stencils to set them up; paper for all programs; and a projector and screen for showing films.

The nursing foundations instructors spearheaded a plan to get a complete nursing procedure manual on each ward, properly marked, indexed, and in a strong and colorful binder which is easily identified. This project has recently been completed and the manual is for the use of all professional nurses, graduate and student, and for the licensed practical nurses.

We have long felt the need for a complete and up-to-date administrative manual on each ward. It is now underway and we hope it will be a companion to the procedure manual in the near future.

The nursing service situation is most critical and will be developed in greater detail later in the report. However, the Medical Board, the Board of Managers, the New York City Visiting Committee, and New York University School of Medicine have lent us their support in every possible way in working with City officials on housing in the area, especially the proposed Bellevue South project, and at the Career and Salary Appeals Board and Board of Estimate hearings on salary increases. The \$500 increase given to new appointees only has had devastating effects on our staff.

One of the real satisfactions of this past year has been the opportunity afforded us to work closely with the architects drawing plans for the "New Bellevue." We have learned a lot and we have contributed a great deal. The architects have frequently complimented the nursing staff in identifying architectural problems and making constructive recommendations for further consideration.

If we are to have a "New Bellevue" that will attract and hold nursing staff we must have proper maintenance of the facilities and the equipment from the beginning and a time plan to retire and replace obsolete equipment. Without adequate and proper housing in the area, such as the proposed Bellevue South project, there is little hope of ever attaining a satisfactory professional nursing staff. Something must be done about the inequities in the Career and Salary Plan. When the present "old-timer" staff is no longer here it will not be possible to fill the faculty positions or the nursing service positions unless these things are accomplished. The younger graduate will not tolerate for long these frustrations and inequities—our staffing today bears out this point.

STUDENT ENROLLMENT

	Degree		Diploma		Total		Total
	Bellevue	Mills	Bellevue	Mills	Bellevue	Mills	
1st year students	2	0	187	6	189	6	195
2nd year students	5	0	122	8	127	8	135
3rd year students	4	0	147	13	151	13	164
Grand Total June 30, 1960							494

AFFILIATING STUDENTS

The Lincoln School of Nursing enrolled a total of 43 student nurses in the 3 month basic program in Psychiatric Nursing.

163 student nurses from various schools of nursing throughout the metropolitan area visited the psychiatric division for observational experience. This experience ranged from $1\frac{1}{2}$ —1 full day.

GRADUATE NURSE STUDENTS

Two post graduate courses in Rehabilitation Nursing were given: October 1959—six students enrolled and February 1960—seven students enrolled.

Bellevue Hospital Center continues to offer field experiences in clinical nursing to college students from the area. A group of ten students from New York University completed a program in Advanced Parent and Child Health. Clinical experience was made available on the Obstetric and Pediatric services.

Two students from Teachers College, Columbia University majoring in curriculum planning and teaching, had field experience in psychiatric nursing. Two students from New York University, majoring in public health nursing, completed field experience in the Home Care Service.

RESEARCH STUDIES

The Administrative Council of the Schools of Nursing have been concerned about, and interested in participating in a study to determine reasons for, the attrition rate in the Schools. The Psychological Corporation of New York City published a research report, "Effectiveness of Entrance Examinations at Schools of Nursing," in which the Bellevue and Mills Schools of Nursing participated. This report was released at the American Nurses Association Biennial Convention in May 1960 at Miami, Florida. Data reported show the relations existing among the Entrance Examination results and grade averages for the combined group of men and women nursing students. It was concluded that the variety of relations and the predictive powers achieved indicate the practical usefulness of the Entrance Examination. These examinations have been used by the Schools to screen out prospective candidates with low scholastic potential and considerable success was achieved in predicting grades for the students who were admitted.

EDUCATIONAL PROGRAM

CURRICULUM

A descriptive statement of the curriculum changes recommended by the entire faculty as a result of its two-year intensive study was submitted to the Assistant Commissioner for Professional Education, New York State Education Department in July 1959.

An official approval of the changes was received from the office of Commissioner Robert C. Killough and plans for the implementation of the new curriculum, beginning with the class entering September 1959, were completed.

The constant critical evaluation measures employed, as each phase of the first and second major areas of instruction was implemented, provided the faculty with evidence of the effectiveness of its efforts to attain the desired outcomes and achieve the stated objectives. In a very dynamic approach to the introduction of the new program, the faculty maintained its alertness to the inevitable adjustments to be made in the program of instruction. As a result of other ensuing changes that occur in all facets of the total program whenever curriculum revision is undertaken, several adjustments were necessitated.

The distribution of hours of instruction in all areas had been changed from that which was originally planned, in an effort to equate the program of instruction to the commonly accepted credit unit used by educational institutions. A greater academic environment has been achieved by: (1) decreasing the total weekly schedule of class hours and nursing laboratory experience and extending it over a longer period of time; (2) providing for all weekends off during the first 74 weeks; (3) planning for a minimum number of evening and night experiences during the advanced nursing program of the senior year. Holidays and vacations have been planned on a similar basis to the usual calendar year followed in all educational institutions.

In addition to the task of evaluating the on-going progress of the new program, the faculty also directed its attention this year to the revision of educational policies and the scholastic and clinical records. The functions of all faculty members and the personnel policies pertaining to the faculty were reviewed and revised. A new school bulletin was developed and completed for publication.

Although no complete study of comparisons has been made to determine all of the advantages, perhaps disadvantages, between the old and the new curriculum, the faculty is unanimous in its belief that the results achieved thus far in the implementation of the first phase of the new program indicate that ultimate achievement of the

objectives of the educational program has been made more realistic through this new approach.

The students who have helped the faculty pioneer its way through the new program have demonstrated thus far a greater understanding of the concept of total nursing care. To this we attribute the cohesiveness of the faculty in planning, supervising and directing meaningful and correlated learning experiences. The early introduction of the student to the clinical area, greater supportive measures in helping the students acquire and apply the principles of nursing foundation directly in the clinical situation and the increase of selected social science content designed to help the students recognize and cope with their own problems, as well as helping them to understand the problems that confront patients, has been reflected in the apparent satisfactory adjustment of the students to clinical nursing.

The satisfaction derived thus far has inspired the faculty to look forward with enthusiasm as the progress of the new program continues.

The functional title, ward instructor, was officially changed by the Nursing Division of the Department of Hospitals to assistant clinical instructor, which has been received very well by the faculty. A staff education program for assistant clinical instructors was developed in addition to the basic course, "Principles of Clinical Teaching," and the orientation program for new instructors. Their monthly meetings were devoted to business and education. A manual to be used as a teaching guide was received with great interest.

LIBRARY

The faculty library committee and the instructors were very helpful in offering suggestions for book replacements. Emphasis was placed on the development of surgical and pediatric nursing books but the other fields were also developed.

The student library committee was also quite active this past year. They selected 20 new recreational books.

The Crane and Cross committee donated a sum of money which was used as suggested by the student to purchase newspaper holders, a terrestrial globe and the Metropolitan Seminars on Art in the Home.

The librarian has devoted a great deal of time in reorganizing the Historical Collection. It is now necessary to reorganize those portions of the catalog which deal with the Historical Collection.

Statistics:

New Books

Reference including bound periodicals	392
Titles	326
Duplicates	66
Recreational (fiction and non-fiction)	104

Books Discarded

Reference	23
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Totals

Reference including bound periodicals	8,517
Recreational	2,245

Circulation statistics:

General books	6,028
Periodicals	2,347
Pamphlets	713

Total general circulation	9,088
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Number of readers	15,545
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Number of reserve books	6,868
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Students given introductory classes in the use of books and libraries	228
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Educational films rented or borrowed from outside sources	300
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STUDENT PERSONNEL PROGRAM

COUNSELLING AND GUIDANCE

Although the philosophy and basic concepts underlying the Student Personnel Program remain unchanged, methods of implementation vary according to existing needs. During the past months the total program has been studied in the light of increasing student enrollment and the initiation of a new curriculum. Staff members have worked cooperatively in exploring ways and means of strengthening various areas and making adaptations in technics and methods of procedure. The Assistant Director welcomed the opportunity to discuss the program with faculty members, including assistant clinical instructors, as their understanding and support are essential to the successful attainment of our objectives.

As would be expected, an infinite amount of time has been devoted to interviews with students whose problems range from minor, temporary upsets to serious, complicated situations requiring expert assistance. Group counseling is used, whenever possible, as it is a tool which can be effective in meeting the needs of an expanding student census.

STUDENT ACTIVITIES

A well filled monthly calendar of events, scheduled throughout the year, afforded opportunity for student participation in a variety of activities.

Two outstanding dramatic events were the productions of the School Chorus and the Theatre Guild. In May the Chorus entertained with the musical comedy, "Salad Days", and the Guild presented a comedy, "The Perfect Idiot" in June. Both groups performed brilliantly before large, enthusiastic audiences.

A large number of students participated in a Variety Show, sponsored by Area 8, which was held in the School Auditorium in March.

The Penny Fair, an annual event sponsored by the senior class, was unusually successful and over \$500.00 was realized.

The Bellevue and Mills Student Associations participated as active members of the area, state and national associations. Official delegates represented both groups at the State Convention in New York City in October and the National Convention in Miami Beach in April. A Mills student served successfully as president of Area 8 during the past year and two Bellevue students were elected to offices in the area at the annual meeting in May. Officers for the state association include a Mills student as treasurer and a Bellevue student as corresponding secretary.

UNIFORMS

At the beginning of the school year in September, white shoes and hose were adopted as standard uniform apparel for all Bellevue students. Up to this time, black shoes and hose were worn by first and second year students. The Bellevue students in the class which entered last fall will wear starched cap until graduation, at which time the Bellevue cap will be conferred. The Mills insignia, formerly worn by second and third year students only, was incorporated as part of the uniform of freshman students.

HEALTH

Two additional nurse members have been appointed to the health service staff, one in the health office and one as a head nurse in the infirmary.

Nurses aides are no longer assigned to the kitchen of the infirmary. Three institutional aide positions were made available for kitchen assignment.

The major change in the health service has been the program

of daily morning sick calls where students reporting for treatment of illness are seen and treated by attending physicians. From September 15, 1959 to June 15, 1960, 1090 patients were seen at sick call.

This change has improved the quality of the medical care given the students and has provided professional assistance to the school physician in supervising the total health program. The slight disadvantage of having several doctors treat the patients has been outweighed by the advantage of having several medical opinions about a particular problem and as a source of medical direction in emergencies in the absence of the school physician during the day.

The following health forms were revised and put into use early in 1960 with considerable success: pre-admission, immunization certificate and dental forms.

There were 900 admissions to the infirmary and 16 admissions to the hospital for surgical intervention.

There were no active cases of tuberculosis in the student body. The use of BCG has been continued on a voluntary basis but few students have availed themselves of the opportunity to be vaccinated.

RESIDENCE

We are very grateful to the Board of Managers for their concerted effort in making it possible to have radiators installed in all the offices on the ground floor.

A kitchenette adjacent to the Wedgewood Room was installed. This delightful room has increased the efficiency of the serving aspect for large school functions.

The seven (7) elevators have been converted to automatic control. The cars are operated by students and faculty and elevator operators are stationed at each bank of elevators during the evening and night tours of duty in order to supervise elevator operation and patrol the ground floor.

RECRUITMENT

The Recruitment Committee, which is composed of six (6) faculty members and eighteen (18) students, had a very busy year.

"Open House" at the school attracted 528 students over a period of 8 meetings.

Invitations to speak on nursing at planned assemblies such as Future Nurses Club Meetings, Career Day Programs, College Night Programs, and one Teen-Age Club in a department store totaled 17 talks to 2284 students.

The committee purchased 300 copies of an article which appeared in the Reader's Digest January issue entitled, "Man Can Beat the Nurse Shortage." The committee plans to send copies of this article to high schools as well as distributing them to counselors when recruitment trips are planned.

The committee has also mailed the school paper, Starch and Stripes, to about 50 high school Future Nurse Clubs.

A new function of the students on the Recruitment Committee will be a planned schedule for members of this committee to tour prospective applicants through the residence, educational unit and selected clinical areas.

ARMY STUDENT NURSE PROGRAM

A total of ten (10) students were accepted in the Women's Army Corps, United States Army Reserve, for the Army Student Nurse Program. The following students will complete the senior year at the Bellevue School of Nursing and then join the Army Nurse Corps as officers after they obtain the license to practice professional nursing: Norma Clarke, Irene Cole, Eileen Devlin, Kay Franklin, Mary Hyatt, Ruthann Lintzen, Myrna Porter, Catherine Quinn, Ruth Smalley and Barbara Taylor.

CAPPING AND INSIGNIA EXERCISES

On September 23, 1959, the traditional capping and insignia exercises were held. The Bellevue cap was awarded to 136 women and the Mills insignia to 8 men.

In as much as a class was not admitted in March 1959, no capping and insignia exercises were held in March 1960.

GRADUATION

The graduation exercises for the class of 1960 were held on Wednesday, June 8th, on the University Heights campus of New York University. There were 158 women and 11 men candidates for the diploma in nursing and 9 women and 2 men candidates for the Bachelor of Science Degree, a total of 180.

BELLEVUE SCHOOL OF NURSING

Anita H. Adelhardt
Mary G. Agliano
Caryl Ann Anderson
Barbara Ascowitz
Melinda Anne Barrows
Rochelle Barrows
Cynthia Aleta Barts
Beverley Jean Bauer
Sandra June Bell
Joan M. E. Bevacqua
Joan N. Bjorkgren
Marcia Sue Bramley
Birtie Oella Brooks
Jewel Theresa Brown
Teresa Del Rio Brown
Diane R. Burnett
Beverly Sondra Caley
Diana M. Carlucci
Ann M. Carney
Katherine J. Cavanagh
Helen Marie Clark
Norma D. Clarke
*Karen Jane Clary
Irene M. Cole
Roberta May Comfort
Ann Marie Coss
Denise Ann Costello
Sandra Catherine Craft
Sandra Falco Cranna
Rosemary Kathleen Cronan
Henrietta C. Daroqui
Eileen Marie Devlin
Rosemarie Schwarzler Diaz
Patricia Ann Marie Doran
Mary Ann Dowling
Carolyn Ann Eager
Carol Louise Elicona
Marilyn Rita Fedorczak
Lorraine Agnes Feeney
Patricia Teresa Ferguson
Josephine J. Ferrara
Kay Phyllis Franklin

Barbara Friedman
Bertha Ann Fulton
Josephine M. Galgoul
Jessica Margaret Gannon
Lois Carol Giordano
Merle Ann Gottlieb
Jeannine Marie Greenfield
Lorraine Griffin
Joan Adrienna Halbohm
Barbara Louise Haley
Joan Eleanor Hall
*June Langston Hanley
Nancy Caroline Harris
Arlene Kathryn Haug
Eleanor A. Heinzelmann
Elaine Claire Helhoski
Mercedes T. Hernandez
Sylvia Anne Huston
Mary Catherine Hyatt
Rae Janet Jacobs
Bernice Jermin
Willie Lee Jones
Ruby Jeanne Jordan
Joan C. Kane
Margaret Mary Keane
Barbara A. Kenney
*Lorraine Mildred Koehler
Kathleen C. Koerbacher
*Carolyn L. Kowalski
Therese Helen Krisko
Irene Elizabeth Lacy
*Gloria Raimondi Lauber
Jean Marie Laughlin
Joan Leach
Marie A. Leddy
Sandra Jean Leuck
Elizabeth Marie Lindeboom
Ruthann F. Litzen
Mary Lynch
Alvina E. McCay
Evelyn Ruth McCook
Catherine Ann McCormick

*Students receiving the Bachelor of Science Degree from New York University upon completion of the course in Nursing.

Willia McCoy	Heidy Connie Schweizer
Ann E. McGowan	Brenda Lee Scillitani
Ellen McKinney	Gail Therese Sheridan
Linda J. Maddox	Elda June Shiner
Emily Puccini Magnani	Susan Scher Shuster
Dorothy W. Mahlstedt	Doris Cooper Silon
Janet Mary Malewicki	Ruth Harriet Smalley
Anita Louise Martin	Muriel Fleischer Smith
Barbara Mason	Ann Marie Solberg
Catherine V. Miller	Jacqueline Irene Soose
Linda Kaye Montemaggi	Carolyn Vernell Stancill
Linda Smith Moore	Patricia Marie Stanley
Myrtis Rose Moorehead	Margaret M. Stanton
Beatrice Nicholson Morgan	Carol Elizabeth Steele
Kathleen M. Morrissey	Beverly Stempien
Mae Agnes Muckle	Joan Stoll
Bessie Louise Mullen	Catherine E. Striso
*Marjorie E. Muller	Patricia Ann Stroud
Jean Elizabeth Murphy	Marilyn Elizabeth Sullivan
Carol Jean Nellessen	Elaine Svirskey
Lydia Maria Nico	Ilona Louise Swift
Marilyn Patricia Nicosia	Anne Marie Sylvester
Kathleen M. Obermayer	Alice Imelda Tahaney
Nancy Anna O'Grady	Carol Joan Targue
Mary Veronica O'Hare	Barbara Ann Taylor
Joan Barbara Ottman	Barbara Anne Thomas
Lorraine Mary Papciak	Joyce B. Tonnesen
Audrey Louise Pell	Catherine Mary Toohey
Olga A. Pineda	Gayle L. Trevarthen
Myrna Jocelyn Porter	*Barbara Nancy Urso
Margreth Proper	Arleen Anita VanBrunt
Yvonne Rose Pugliese	Louise I. Walker
Catherine Theresa Quinn	Cecelia Ann Wallace
Mona Gail Raymond	Evelyn M. Wetrus
*Alma Elizabeth Richter	Elizabeth M. Williams
Theresa E. Russell	Olga Naomi Williams
*Joan Elizabeth Sanchez	Elizabeth T. Wiseltier
Grace Assalone Sanchez-Salazar	Florence Hanley Witt
Anne Schemer	Bernadette Verrier Wolanek
Dorothy Schmelter	Marinette L. Wuischpard
Helen Margolies Schmookler	Judith Linda Young
Dorothy Ann Scholz	

MILLS SCHOOL OF NURSING

Kenneth S. Allen	Robert John McMeans
Joseph Raymond Cruz	William Michael Marsh
Ernest Clemuel High	*Benjamin F. Pattison
Russell Barrett Hunt, Jr.	Donald D. Richard
Bernard A. Kuzava	Saybert Vence
*Raymond D. Lauber	Robert R. Yarnes
Roland J. McCleary	

*Students receiving the Bachelor of Science Degree from New York University upon completion of the course in Nursing.

AWARDS

A reception for the graduates, their relatives and friends was held in the Residence on the eve of graduation, June 7th. The Director of the Schools presided and presented the awards.

It was the decision of the Faculty Council to follow the custom previously established of considering grades in the subjects and in the clinical practice areas which had been completed by all members of the Spring and Fall classes.

Highest Scholastic Standing

The Lavinia L. Dock Award of \$25.00, which is named for a distinguished Bellevue graduate, is awarded annually by the Board of Managers to the Bellevue student who attained the highest scholastic average. The recipient.—GLORIA RAIMONDI LAUBER.

The Mrs. Whitelaw Reid Award of \$25.00, which is named in honor of the daughter of the founder of the Mills School, Mr. D. Ogden Mills, is awarded annually by the Board of Managers to the Mills student who attained the highest scholastic average. The recipient—ROLAND McCLEARY.

Honorable Mention: Kenneth Allen, Rochelle Barrows, Teresa Brown, Sandra Craft, Carolyn Eager, Josephine Galgoul, Lorraine Koehler, Raymond Lauber, Evelyn McCook, Robert McMeans, Jean Murphy, Joan Sanchez, Ann Solberg, Beverly Stempien, Barbara Urso, Louise Walker, Elizabeth Wiseltier.

Most Outstanding Performance in Clinical Practice

The Mrs. William Preston Griffin Award of \$25.00, which is named for one of the founders of the Bellevue School, is awarded annually by the Board of Managers to the Bellevue student who achieved the most outstanding performance in clinical practice. The recipient—THERESE KRISKO.

The D. Ogden Mills Award of \$25.00, which is named for the founder of the Mills School, is awarded annually by the Board of Managers to the Mills student who achieved the most outstanding performance in clinical practice. The recipient—ERNEST HIGH.

Honorable Mention: Doris Cooper, Joseph Cruz, Patricia Ferguson, Joan Hall, Barbara Haley, Russell Hunt, Jr., Rae Jacobs, Raymond Lauber, Ruthann Litzen, Mary Lynch, Roland McCleary, Mae Muckle, Lydia Nico, Lorraine Papciak, Joan Sanchez, Elda Shiner, Ruth Smalley, Ann Solberg.

Personal and Professional Qualities Indicating Real Potential as a Nurse Practitioner

The Bellevue Alumnae Association Award of \$25.00 is given to a Bellevue student whose personal and professional qualities indicate real potential as a nurse practitioner. The recipient—ALICE TAHANEY.

The Mills Alumni Association Award of \$25.00 is given to a Mills student whose personal and professional qualities indicate real potential as a nurse practitioner. The recipient—WILLIAM MARSH.

Jane A. Delano Post No. 344, American Legion Award

The Jane A. Delano Post, No. 344, American Legion Award is a medal given in honor of Jane A. Delano, a most distinguished Bellevue graduate. The recipient—PATRICIA FERGUSON for General Excellence in Nursing.

FACULTY AND STAFF

FACULTY MEETINGS

The faculty has met regularly each month of the school year. The agenda was planned so that the meeting included both faculty business and education.

COMMITTEES

The standing committees of the faculty: Admissions, Curriculum, Educational Policies, Recruitment, Library, Nursing Practice, Promotion and Guidance and Student Records were reactivated this past year. The committees have worked diligently with considerable results as indicated by monthly reports at the faculty meetings.

A special committee was formed to develop a school bulletin. We are pleased that this bulletin will be published this summer and will be ready for distribution in the fall.

PROFESSIONAL ACTIVITIES

It has been possible again for many faculty members to attend professional meetings, institutes and conventions. The topics discussed at these meetings have stimulated the faculty considerably in as much as the broad approach to the future of nursing appears to be taking precedence in nursing education.

A member of the Administrative Council attended a 5 day work shop, Special Civil Defense Course for Nurses, which was sponsored by the Office of Civil and Defense Mobilization.

The clinical instructor of Rehabilitation Nursing has had the honor of participating in two professional meetings. She lectured to students from Seton Hall College and St. Anselmus College on the subject of Rehabilitation Nursing in Geriatrics. She also participated in a one day institute sponsored by the Southern New York League for Nursing on Rehabilitation for the Hemiplegic Patient.

The Coordinator of the Home Care Department has also been a very active member in the professional organizations. She served as chairman for the joint program meeting of the Public Health Nurses of District 13 and the Southern Area Home Economics and Nutritionists of the State Department of Health, Albany. This meeting was very well attended. She has been appointed chairman of the Legislative Committee of District 13 for the third year. She is also an alternate member to the Federation of Women's Meetings.

The Director of the Schools was a member of the planning committee as well as a participant in the Arden House Conference, Harriman, N. Y., which was planned by nurse educators in New York State. The theme of the conference was "Nurses and Nursing 1960-1970."

The report on this conference as well as other meetings was enthusiastically received by the faculty.

The Director and the Associate Director represented the Schools at the Council of Member Agencies of the Diploma and Associate Degree Programs and the American Nurses Association Convention in Miami Beach, Florida in May.

Mr. Larkin, assistant clinical instructor in psychiatric nursing, wrote a series of articles for the *Nursing World* on student education in Psychiatry.

APPOINTMENTS, RETIREMENTS, RESIGNATIONS

We are happy to announce the following faculty appointments:

Dorothy Bell	Instructor of Maternal and Child Health
Ellen Buchmaier	Assistant Instructor of Nursing Foundations
Doris King	Instructor of Medical-Surgical Nursing
Hilda Kollaritsh	Instructor of Medical-Surgical Nursing
Helene Lightbourne	Instructor for Maternal and Child Health
Dolores Phillips	Instructor of Biological and Physical Sciences
Estelle Schneider	Instructor of Physical Education
Mary Tomaselli	Assistant Instructor of Nursing Foundations
Marion Tuckett	Instructor of Nutrition

Other Appointment:

Solange BaileySecretary to the Associate Director and
Assistant Director for Student Personnel
and Guidance

Resignations:

Alice AvaradInstructor of Maternal and Child Health
Jacqueline C. BrennerSocial Counselor
June HackelmanInstructor of Nutrition
Richard MillerInstructor of Medical-Surgical Nursing
Jacqueline SpanoInstructor of Nutrition
Kenneth TriplettInstructor of Medical-Surgical Nursing
Florence YoungInstructor of Maternal and Child Health

VISITORS TO THE SCHOOLS

We were privileged again to have as our guests, distinguished educators from such places as South America, Israel, England, Ireland, Canada and various parts of the United States. The visitors, as usual, were enthusiastically interested in the educational program, residence and clinical facilities for student nurses.

We were also pleased to have as our guests, 9 foreign students who were enrolled in New York University for a course in Cancer Nursing. These young women were from Hawaii, the Philippines, Holland, Sweden, France and Switzerland.

REPORT OF THE NURSING SERVICE OF BELLEVUE HOSPITAL CENTER

The critical shortage of professional nursing personnel has not improved the past year. In fact, in the Psychiatric Service the situation has worsened. Were it not for the graduates of our own Bellevue and Mills Schools of Nursing who augmented our staff in September, October and March, the coverage problems would be appalling to contemplate. Fortunately, the large group of new graduates who joined our staff in the fall of 1959 remained in the institution for a much longer period than is usual. They are beginning to place resignations now that the summer period is approaching and this causes us much concern since it is always difficult to recruit new personnel at this season. There is the additional problem of providing vacations for personnel in all categories, professional and non-professional, who have worked strenuously under a heavy work load all year.

The following statistics show the status of the nursing service at the end of this fiscal year.

STATISTICS OF NURSING SERVICE, JUNE 30, 1960

All Positions Authorized By Budget			Total	**Total Employees in each Classification
	General & Chest	Psychiatry		
Registered Nurses (all categories) *	916	363	1279	575
Practical Nurses	264	82	346	219
Nurses Aides	552	149	701	1236
Ward Clerks	70	19	89	88
Messengers	67	18	85	82

*Includes teaching positions in Schools of Nursing.

**Includes Psychiatry.

DISTRIBUTION OF NURSING SERVICE POSITIONS
(exclusive of positions above the staff nurse level)
As of June 30, 1960

	General & Chest Service			Psychiatric Service		
	Positions Allocated	Total Empl. In Each Category	Percent- age of Positions Filled	Positions Allocated	Total Empl. In Each Category	Percent- age of Positions Filled
Staff Nurses only.....	682	273	40.0	296	31	10.4
Practical Nurses.....	264	160	60.6	82	59	71.9
Nurses Aides.....	552	880	*—	149	356	**—
Ward Clerks.....	70	69	98.5	19	19	100.0
Messengers.....	67	65	97.0	18	17	94.4
On R.N. lines	259			On R.N. lines	196	
On P.N. lines	142			On P.N. lines	35	
On N.A. lines	479			On N.A. lines	125	
*Total	880			**Total	356	

**RATIO OF REGISTERED STAFF NURSES
TO PRACTICAL NURSES AND NURSES AIDES**

General and Chest Service1 R. N. to 3.8 Practical Nurses and Nurses Aides
Psychiatric Service1 R. N. to 13.4 Practical Nurses and Nurses Aides

On the Psychiatric Service the ratio of non-professional to professional personnel has increased appreciably. The census on this service is considerably over the official bed capacity almost daily. This exceedingly high ratio of non-professional nursing personnel has placed almost impossible demands on the supervisors and head nurses to provide a safe amount of supervision for them.

The ratio of non-professional to professional personnel on the staff of the general hospital is somewhat better than in psychiatry. However, in both areas the coverage is dangerously low when absences, vacations, illness, health and maternity leaves, educational leaves, and other emergent matters have to be provided for with this depleted staff.

At the end of the fiscal year (June 30, 1960) professional staff nurses on both the general service and the psychiatric service were apportioned as follows:

General Hospital

Bed Units 176 Non-Bed Units 97 Total Staff Nurses 273

Psychiatric Service.

Bed Units 17 Non-Bed Units 14 Total Staff Nurses 31

STAFF AND IN-SERVICE EDUCATION PROGRAMS

The In-Service Programs for professional and non-professional nursing personnel have been considerably expanded again this year, mostly to provide better patient care through skill training programs to improve personnel performance, prepare staff nurses for promotion to head nurse position, develop leadership and management skills such as the function study program carried on from October through April for head nurses and staff nurses, the function study program during the same months for the development of practical nurse skills and to help practical nurses to better visualize their role in the hospital for patient care.

Practical nurses and nurses aides on the Pediatric service were given special classes and shown films on Child Growth and Development from infancy to 12 years of age to help the nurses aides to better understand child growth and behavior at the various age levels to overcome disciplinary problems resulting from ill-considered correctional methods which some practical nurses and aides had been using to curb behavior tantrums, etc.

Occupational and Conversational Spanish classes were arranged for a group of professional nurses and another for non-professional personnel since there is a distinct need for nursing personnel to be able to communicate with non-English speaking Puerto Rican patients in every department of the hospital. A high school teacher was provided by the New York City Board of Education and certificates were awarded at a graduation exercise for Department of Hospitals employees who had successfully completed educational courses.

Nutrition courses in preparing and serving food were arranged and carried on for 473 nurses aides and 234 kitchen maids for a total of 8 hours for each group to improve the quality of food service to patients. A dietitian taught the courses which were arranged and planned for by the In-Service staff.

The five basic programs required of In-Service were maintained throughout the year:

1. orientation of new employees
2. basic and advanced nurses aide training
3. practical nurse training to prepare for ward service
4. basic ward management courses
5. basic ward teaching courses

The Red Cross Standard First Aid course was taught to 36 nurses aides and 3 practical nurses as part of the Civil Defense preparedness program.

The Staff Education Committee has been active all year and has arranged and carried on programs for professional nurses to provide additional skill training in newer nursing procedures, drugs, treatments, and use of special equipment. Other programs were arranged by the Director of Staff Education to provide additional training for practical nurses and nurses aides in the use, handling and operation of such equipment as traction apparatus on orthopedic and fracture patients, care of patients with plaster casts, use of Hoyer patient lift, etc.

Special classes were arranged and carried on this year in the Out-Patient department for professional nurses and nurses aides to meet the special needs and interests of nursing personnel working with clinic patients.

Practical nurses on the Psychiatric service attended the 40 hours of class given to all newly employed practical nurses at Bellevue. In addition, the Psychiatric service instructors taught classes in taking of blood pressure when this function was extended to practical nurses on the Psychiatric service.

Visitors from other states and foreign countries continue to come to Bellevue to obtain information about the administration and operation of a functioning In-Service Program because there is increasing recognition of the fundamental need for hospitals of all sizes to provide on-going education to all employees to develop their capabilities and skills to the fullest extent in providing the best possible quality of patient care with safety to the patient through training of employees at all levels.

There seems to be increasing appreciation of the link between "graduation" and "commencement" since, at graduation, the nurse has the attitudes, knowledge and skills to commence a career of service, but she needs help in applying them effectively in any nursing position and this help is the function of In-Service Programs to meet the needs of professional nurses and also those of auxiliary nursing personnel in basic skill training.

Ambulance attendant training classes were taught again this year to provide a reserve supply of trained nurses aides who can be assigned to ride ambulance when vacancies occur due to illness or absence since this vital hospital service must be kept operating.

Many tasks still remain to be accomplished to try to provide an acceptable nursing service organization where good nursing care can be done and to provide suitable clinical experience and practice for students of professional nursing.

STAFFING PROBLEMS AND RECRUITMENT

The problem of staffing has persisted in being a major one throughout the past year. For both the general and psychiatric hospital the turnover in staff nurse personnel is reflected in 205 appointments and 207 resignations. The months in which our appointments exceeded the resignations were September and October 1959, and March of this year. New graduates of our schools joined the staff during those months. This accounts for the increase in recruitment figures over other months of the year.

Some of the reasons staffing has become problematical is that (1) salaries for professional nurses have not been equitable as compared with other categories of personnel; (2) the lack of moderate income housing facilities in the vicinity of the hospital; (3) inadequacies in equipment and supplies at various times throughout the year; (4) poor physical and structural facilities which make the working environment unattractive; (5) the heavy workload because of inadequate professional personnel; (6) poor rapport in nurse-doctor relationships; (7) the difficulties encountered in providing good patient care because of Labor Union problems; (8) unfavorable reactions of student nurses to these situations which militate against recruitment for the staff.

As in past years, every effort has been made to recruit professional nurses for our staff. We are able to attract some personnel but, on the whole, their tenure is not of long duration. The aforementioned reasons are definitely deterrents to successful recruitment. Young graduates like to "try their wings" in a new environment and the West Coast seems to attract many of them. Occasionally, after a sojourn in other areas, they return to Bellevue, but never in any large numbers.

NURSING SERVICE ORGANIZATION

During the past year our Nursing Service Organization, through the various standing committees, has been active and accomplishments have been made which have been reflected in patient care.

The Committee on Appointments, Promotions and Transfers has carefully screened applications for appointments and promotions for all categories of nursing service personnel (professional and non-professional) and this group responsibility has resulted in a better selection of candidates for employment and for assignment to areas in the hospital where well disciplined and conscientious employees are afforded promotional opportunities.

The Committee on Registered Professional Nurse Scholarship Aid has given careful consideration to members of the professional personnel, both in the school and in the hospital, through providing scholarship aid from funds provided by the Bellevue Board of Managers and by the Department of Hospitals to afford them opportunities for higher education to qualify them for promotional advancement within the institution. Thirty-three (33) staff members were recipients of such aid. This has greatly benefited the institution because we have a source of supply of personnel with some education beyond that of the basic program when we have to make replacements for resignations.

The Committee on Staff Education has endeavored to conduct programs which are of interest to the staff in affording them opportunities for professional growth. Lectures by doctors on various diseases and newer procedures involved in their treatment, as well as complex types of equipment used to conduct such treatment, have been conducted as part of this program and have been appreciated and well attended by the staff. Some of these programs have been repeated to afford the evening and night staff members who are not directly concerned with such patients on their own ward assignments and who might otherwise be deprived of such education. Too, it makes it possible to assign personnel to other areas, when the need arises, and the staff member feels better prepared to accept this transfer of assignment.

The Committee on Nursing Practice, on which both the school and nursing service have representation, has been most active this year in the revision of procedures which are placed on all ward areas for availability to the personnel, and in the school of nursing, as well, when they are completed. A new format was adopted which simplifies the reading of the procedure. Such procedures will appear in the Manual under a new table of contents and the contents will be organized in a topical grouping of procedures. This has been a herculean task but will be of inestimable value to students and graduate personnel.

The Committee on Central Supply and Equipment has assumed responsibility again this year for the preparation of items for the *Extraordinary Budget* 1961-62 with the objective of acquiring modern equipment for the institution which is manufactured in adjacent areas instead of far distant areas as prevails in some instances today. At least, there should be a representative of such companies in the metropolitan area. Many problems arise in the institution when repairs must be made and shipment to distant areas causes long delays which hamper the efficiency of patient care without such equipment. This committee worked on the *Extraordinary Budget* for 1960-61 last year but until the equipment arrives it is not possible to relate how successful such efforts were. Nevertheless, we feel progress will be made for the future.

The Committee on Improvement of Patient Care has discussed various nursing problems and probable solutions throughout the year. One of the more significant accomplishments has been the opportunity to secure data concerning *Central Supply Units* in three major divisions in relation to architectural planning for the new Bellevue Hospital. Mr. Patterson, our Coordinator for Surgical Nursing, has visited several of the new Department of Hospital institutions and has accumulated information which establishes him somewhat of a resource person for the architects. In preparation for this task some research work is now under way at Bellevue to ascertain the number of treatments, medications, etc., on each ward area so that adequate and efficient facilities will be provided for the Central Supply Unit in the new hospital. The geographical layout of the present hospital precludes the establishment of a complete centralized Supply unit at the present time.

In May of this year a change was made in the organization of the Laundry and Linen Control. All the personnel, equipment, and supplies which were formerly under the supervision of the House-keeping Department were transferred to the Laundry.

The Laundry Supervisor will be responsible for:

- a. Storage of Linens
- b. Processing of linen requests
- c. Distribution to using units
- d. Collection of soiled linen from chutes
- e. Repair and condemnation of linens
- f. Linen inventories to be taken twice yearly

Representatives of the Nursing Service Council are members of the Laundry and Linen Control Committee which meets semi-monthly with the Laundry Supervisor. With such organization better linen service for patient care is anticipated.

PROFESSIONAL ACTIVITIES

Miss Alice Morrissey, clinical instructor of Rehabilitation Nursing, has been very much in demand as a speaker and participant in programs which relate to Rehabilitation. Some of her commitments included the following:

1. Conducting a Workshop on Rehabilitation Nursing at St. Francis Hospital, Lafayette, Indiana in November.
2. In April 1960 the Catholic University of America Press published a paper on Cardio-Vascular Disease Nursing that she presented at a Workshop at that University on June 12, 1959.

3. The first draft of a pamphlet on Rehabilitation care for the Cardio-Vascular patient was submitted to the United States Public Health Service, Department of Health, Education and Welfare, Washington, D. C., in May of this year. The pamphlet is to be entitled "*The A B C's of Rehabilitation in the Nursing Care of the Cardio-Vascular Patient.*" Three members of the Bellevue Hospital staff collaborated in the preparation of this pamphlet, namely, Miss Alice Morrissey, clinical instructor of Rehabilitation Nursing, Miss Jean Grushinski, coordinator for Medical Nursing, Miss Ruth Gishler, coordinator for Home Care Program.
4. Miss Morrissey presented a paper on Rehabilitation Nursing Care of the Cardio-Vascular Patient at a meeting on June 9, 1960, which was sponsored by the Southern New York League for Nursing in Alumni Hall, New York University.

Selected staff members attended the conferences, institutes, lectures and workshops pertaining to their respective areas. They have been able to apply the knowledge gained in their committee work, in the teaching and supervision of staff to give good patient care and in working with the architects designing the new Bellevue.

Our representative at the American Nurses Association convention at Miami Beach in May was the Associate Director of Nursing Service.

On May 19, 1960, an all day program on Staphylococcal Infections in Hospitals, sponsored by Districts 13 and 14 of the New York State Nurses Association and the Southern New York League for Nursing, was held in the Auditorium of the Bellevue Residence. Dr. Donald B. Louria, Chairman of the Infections Committee, Bellevue Hospital Center, was a member of the panel entitled "*An Infections Committee—Making It Work.*" There was an unusually large attendance of nurses from New York City and its environs.

MAJOR APPOINTMENTS, RESIGNATIONS, RETIREMENTS

APPOINTMENTS

August 17, 1959 Mr. Herbert Franklin—Supervisor Psychiatry—Night.

October 5, 1959 Mrs. Doris Hoey—Evening Supervisor in the Medical Service.

October 17, 1959 Miss Teresa Panny—Relief Evening Supervisor.

October 31, 1959 Miss Dorothy Bell—Clinical Instructor and Supervisor of Premature Nursing.

October 31, 1959 Miss Kay Palmer—Instructor in Nursing Foundations.

November 14, 1959 Mrs. Wilhelmina Wynn—Conference Nurse for Obstetrics.

November 28, 1959 Miss Doris King—Clinical Instructor and Supervisor Recovery Room Nursing.

January 1, 1960 Miss Dana Young—Supervisor Psychiatry—Night.

January 23, 1960 Miss Barbara Manzo—Evening Supervisor Surgical Service.

January 24, 1960 Miss Marguerite Davis—Instructor Auxiliary Personnel—Psychiatry.

March 5, 1960 Miss Euthemia Gianukakis—Relief Night Supervisor.

March 1, 1960 Miss Myra Greenidge—Supervisor Psychiatry—Night.

April 2, 1960 Mr. John Reid—Supervisor Psychiatry—Evening.

April 30, 1960 Miss Ann Hennessey—Relief Evening Supervisor.

RESIGNATIONS

July 23, 1959 Miss Viola Salter—Supervisor Psychiatry—Night.

August 12, 1959 Miss Myra Chichester—Conference Nurse.

September 4, 1959 Mrs. Lillie Landrum—Supervisor of Medical Service.

October 3, 1959 Miss Mae Paulishak—Conference Nurse.

October 16, 1959 Mr. Kenneth Triplett—Clinical Instructor and Supervisor of Urological Nursing.

October 24, 1959 Miss Florence Young—Clinical Instructor of Premature Nursing.

November 17, 1959 Mrs. Priscilla Burns—Supervisor Mental Hygiene Clinic.

November 18, 1959 Mr. Richard Miller—Clinical Instructor and Supervisor of Recovery Room Nursing.

December 8, 1959 Mrs. Marie Becker—Evening Supervisor Medical Service.

January 22, 1960 Mrs. Ada Sarah Coe—Evening Supervisor of Surgical Service.

February 1, 1960 Miss Jeanne Phillippe—Supervisor Psychiatry—Days.

February 23, 1960 Mr. Charles Yurkewicz—Relief Night Supervisor.

June 11, 1960 Miss Jane Lucas—Relief Night Supervisor.

June 27, 1960 Mr. Edward Gray—Relief Evening Supervisor.

RETIREMENTS

August 6, 1959 Miss Sadie Theobald—Building Supervisor Psychiatry, retired after 19½ years.

August 29, 1959 Mrs. Hazel DeStefano—Staff Nurse in the Admitting Department, retired after 28 years of service.

April 12, 1960 Miss Cecilia M. Dowd—Head Nurse in Admitting Department, retired after 30 years of service.

April 17, 1960 Mrs. Margaret W. Godfrey—Evening Supervisor of Admitting and Emergency Service, retired after 26 years of service.

June 2, 1960 Mrs. Margery W. Smith—Supervisor Psychiatric Admitting office, retired after 17½ years of service.

HONORS AND AWARDS

On May 24, 1960, Mrs. Nelson Rockefeller graciously opened the facilities of her New York City residence for a Tea, so that members of the Board of Managers of the Bellevue and Mills Schools of Nursing could honor the nurses on the faculty and the staff of Bellevue who had given twenty-five (25) years of graduate service. Thirty-nine (39) members of the Bellevue staff were so honored. The Tea was attended by doctors who were Directors of the four Medical and Surgical divisions, the Obstetric, Pediatric, Psychiatric divisions of the hospital and by the Supervising Medical Superintendent and his assistant. Each nurse was presented with a silver ash tray on which was inscribed his or her initials and the dates of service. This was a signal event in that this gesture of recognition did much to lift the morale of the nurses who were suffering because of extreme fatigue and much frustration. It was greatly appreciated by the group. Nurses so honored are listed below:

Anderson, Josephine
Beagles, Johnnie Lee
Becker, Helen
Biffer, Minnie
Blood, Marion
Byron, Myrtle
Carr, Margaret
Clark, Mary
Crowl, Maude
Dowd, Cecilia
Eastman, Margaret
Flood, Madeline
Fox, Sylvia

Fromm, Hermina
Godfrey, Margaret
Higgins, Irene
Horvath, Rose
Lamberton, Marie
Laney, Mary E.
Libramento, Manuel
Manley, M. Adeline
Mingus, Ruth
Morrissey, Alice
Murray, Agnes
Murray, Madeleine
Noriega, Amanda

O'Hara, Alice
Power, Winifred
Quinn, Dorothy
Ryan, Helen
Schmitzer, Magdalena
Seril, Bruna
Sird, Helena
Stehler, M. Belle
Storch, Rose
Tauci, Lena
Tetrick, Josephine
VanDervoort, Leah
Wago, Helen

The annual presentation of Twenty-Five Year Service pins to employees of the Department of Hospitals was held on June 22, 1960 in the auditorium of the Bellevue Nurse's Residence. Thirty-five (35) members of the personnel at Bellevue Hospital were recipients of these service pins.

RESEARCH STUDIES

The Paraplegic Research Study was begun on the Rehabilitation Service in March 1960 under a grant from the Department of Health, Education and Welfare, Washington, D. C. (Office of Vocational Rehabilitation). Miss Alice Morrissey, Clinical Instructor of Rehabilitation Nursing at Bellevue Hospital, was appointed a member of this project. The purpose of the research study is to identify and evaluate the factors that are responsible for the success or failure of those who suffer from spinal cord disabilities in re-establishing socially and vocationally useful lives following maximal rehabilitation.

VISITORS TO NURSING SERVICE

FOR OBSERVATION OF PROGRAMS

During this year, nursing administrators from many parts of the United States have visited the hospital to observe the programs conducted in the Operating and Recovery Rooms, Home Care, the Medical and Surgical wards, the Premature Unit, the Rehabilitation Service and other areas, including Psychiatry.

Among the foreign visitors were several matrons from the English hospitals who were interested in the school programs and in the in-service education programs of the nursing service. Last fall the Deputy Chief Nursing Officer of the Ministry of Health and Social Welfare from Ghana, West Africa, spent some time in observing the set-up and procedures followed in the Recovery Room and, in addition, had conferences with the Director of the School and members of the faculty relative to the student program. Other countries represented by visitors were South America, Turkey, Northern Ireland and Canada.

There has been intense interest in the in-service program conducted at our institution and numerous requests have been made for data which would be helpful in establishing similar or modifications of our programs in other hospitals.

FOR SURVEYS

A follow-up visit was made on October 6, 1959 by members of the Maternity and Newborn Division of the New York City Depart-

ment of Health to discuss recommendations made after their survey at Bellevue Hospital on May 14 and 24, 1959. Many of the recommendations had been instituted and plans to accomplish other suggestions, as soon as possible, were given earnest consideration.

Members of the New York City Visiting Committee, under the direction of Mrs. W. Conant Brewer, made numerous visits to the institution during this past year. Their endeavors to be of assistance in problems of long standing which have to do with maintenance and some minor structural changes, as well as with other problems, have persisted and some gains for the institution have resulted.

This year, members of our Bellevue Board of Managers have been extremely active in their endeavors to assist with the problems of nursing service. Some of their membership committees have centered their interest and efforts toward securing moderate income housing facilities adjacent to the hospital; others have worked untiringly to secure increased salaries which were equitable for all categories of professional nurses. All this required surveys which were used by them, with intelligent skill, in presenting these problems at conferences with Dr. Morris Jacobs, Commissioner of Hospitals, at Board of Estimate hearings, with representatives of District No. 13 of the New York State Nurse's Association, Mr. Robert Moses and the City Planning Committee on Housing, and other agencies.

ACKNOWLEDGMENTS

Another difficult year has come to an end and both the faculty of the Schools and the nursing service staff are to be commended for the multitudinous tasks which they have successfully performed. The faculty has worked hard to carry the old program for the two advanced classes and to implement the new curriculum pattern for the freshman class. They have participated in many school functions and helped to make each one a real success. To the nursing service personnel, both professional and non-professional, we extend boundless gratitude for their dedicated service to the in-patients and out-patients of this institution. The quality of service given, despite the many frustrations, and the magnitude of the work performance had not gone unrecognized.

Mr. Kaudy, Director of the Volunteer Department, has not failed in the continuance of his assistance in providing volunteer workers in our essential areas, which are many. To these devoted members of our community we offer our sincere thanks for their many benefactions through their giving of time and service.

The Bellevue Board of Managers have constantly endeavored to acquire benefits which would be of assistance in the recruitment of

personnel, such as increased salaries, moderate income housing in the vicinity of the institution, scholarship assistance and other considerations. For their sympathetic understanding of our nursing service and school problems, we feel greatly indebted, and we cherish their devoted interest.

We acknowledge our debt of gratitude to the New York City Visiting Committee for their assistance and helpful suggestions.

The Director and the Assistant Director of Nursing Education and Nursing Service of the Department of Hospitals have been particularly helpful throughout the past year in giving of their time for discussion of problems and assisting in their solution whenever possible, for which we are most appreciative.

Dr. Randolph A. Wyman, our Supervising Medical Superintendent, has given his usual cooperation to the nursing department and we are grateful for his guidance and interest.

It is most fitting that an expression be included in this report of the gratitude the nursing staff extends to Dr. Lewis Thomas, Director of the Third and Fourth Medical Service, for being a champion of their cause at the Board of Estimate hearing on April 21, 1960. His presentation of the problems associated with a depleted nursing staff was most heartwarming to the nursing staff and, we hope, was most convincing to officials of the City Administration.

I wish to close this report with a special note of thanks to my Associate and Assistant Directors of the Schools and the Nursing Service and to my two secretaries, Miss Grossman and Miss Briganti. Much has been demanded of them and frequently on short notice. Their loyalty, considerateness, helpfulness when taxed to the utmost is greatly appreciated.

Respectfully submitted,

THELMA J. RYAN, *Director*
Bellevue and Mills Schools of Nursing and
Nursing Service of Bellevue Hospital Center

ANNUAL REPORT OF THE PRESIDENT OF THE ALUMNAE ASSOCIATION

May 1, 1959 to April 30, 1960

During the year the regular bi-monthly meetings of the Alumnae Association were held in the Nurses Residence, 440 East 26th Street.

The third Alumnae Day was held Saturday, May 19, 1959, and it was most successful. The Chairman, Miss Belva Gardiner, and her committee had planned a most interesting day and every one enjoyed the hospital tours. Dr. Cutolo welcomed the graduates.

The Class of 1959 was honored by the Alumnae Association at a Tea, June 8, 1959, in the Reception Room of the Residence and each student was given a corsage.

The Buffet Supper held following the November meeting did not draw as great a response as in the previous years. The Committee feels it should be discontinued. Miss Caller, the Chairman, reported that the total expenses were \$46.68. Donations of \$31.00 were received and the Alumnae assumed the additional expense of \$15.46.

The revised By-laws were voted on and passed by the members at the meeting on May 21, 1959. The committee is planning to put them in form for publication in the near future and as soon as they are printed every paid up member will receive a copy.

A letter from Miss T. J. Ryan asked that the Alumnae award be given to the Bellevue student nurse whose personal and professional qualities indicate potential as a nurse practitioner rather than to the one with the highest combined average in theory and practice.

The Board voted to post a bond for those handling Alumnae funds and the bond was purchased from the American Casualty Company through our auditor, Mr. Amato.

A letter was received from the 1960 Crane and Cross requesting us to be a sponsor for their year book. It was voted to donate \$50.00 as a sponsor and \$5.00 for the purchase of a year book.

Nine members each received a check for \$10.00 at Christmas time.

A gift of \$22.00 was donated to the Sick Fund by Florence Ryan Graefe, class of 1906, and a gift of \$500.00 was given by a member of the class of 1921 to be used for Bellevue nurses who are ill or in need.

Miss T. J. Ryan read a letter from Bruck's Nurses Outfitting Company stating their agreement to discontinue manufacture and sale

of a cap similar to the Bellevue cap which, in the past, had appeared in their advertising materials.

The quilt and pillow donated by Mrs. Janet Marks was won by Miss Margaret Kirschner, class of 1930, who is working in New Mexico.

A sum of \$3,500.00 was transferred from the checking account in the Chemical New York Trust Company to the Bank for Savings, 22nd Street and Park Avenue, South.

REPORT OF FUNDS

The Pension Fund has 99 members (5 deceased and 4 new). Each member received \$46.34 during the year.

The Carrie J. Brink Memorial Fund contributed \$150.00 to the Carrie J. Brink Memorial Library and it was used for periodicals.

Six members each received a total of \$42.00 from the Sick Fund and the Keteltas and Cuyler Funds provided \$156.00 for nursing care for sick members.

MEMBERSHIP

Our membership has reached a total of 1,210 members which includes 184 new members and 265 reinstatements.

I regret to announce that we have been notified of the deaths of twenty-three (23) Bellevue graduates who have passed away during the year.

Respectfully submitted,

MYRTLE BYRON, *President*

CERTIFICATE OF INCORPORATION

The undersigned citizens of the State of New York and of the United States of America, all being of full age, desire to form a charitable society under the act of the Legislature of the State of New York, passed in the year 1848, entitled, "An Act for the incorporation of benevolent, charitable, scientific and missionary societies," and the acts amendatory thereof, do make and file this certificate:

ARTICLE I. The name by which this society shall be known is "The Training School for Nurses."

ARTICLE II. The object of this society is the training of nurses for the sick in order that women shall find a school for their education and the public shall reap the advantage of skilled and educated labor.

ARTICLE III. The number of directors of this society shall be ten, who shall be for the first year Mrs. W. H. Osborn, Mrs. Robert Woodworth, Mrs. William Preston Griffin, Mrs. Lucius Tuckerman, Miss A. H. Woolsey, Miss Ellen Collins, Miss Julia Gould, Mr. Henry G. Stebbins, Mrs. Chandler Robbins, Dr. W. G. Wylie.

ARTICLE IV. The principal place of business of this society shall be in the City and County of New York.

Dated, New York, February 2, 1874.

ELIZABETH C. HOBSON, *President*
VIRGINIA R. OSBORN,
ALLINE P. WOODWORTH,
ABBY HOWLAND WOOLSEY,
ELIZA WOLCOTT TUCKERMAN,

STATE OF NEW YORK }
CITY AND COUNTY OF NEW YORK } ss.:

On this second day of February, 1874, before me personally appeared Elizabeth C. Hobson, President; Virginia R. Osborn, Alline P. Woodworth, Abby Howland Woolsey, and Eliza Wolcott Tuckerman, five of the above named incorporators, to me known to be the same persons described in and who executed the foregoing certificate, and severally acknowledged to me that they executed the same.

S. B. GOODALE,
Notary Public (23),
New York County.

(SEAL)
Filed May 9, 1874.
STATE OF NEW YORK }
CITY AND COUNTY OF NEW YORK } ss.:

I, William J. McKenna, clerk of the said City and County, and clerk of the Supreme Court of said State of said County, do certify that I have compared the proceeding with the original certificate of incorporation of The Training School for Nurses, filed May 9, 1874, on file in my office, and that the same is a correct transcript therefrom, and the whole of such original. In witness whereof, I have hereunto subscribed my name, and affixed my seal this 7th day of March, 1892.

WM. J. MCKENNA, *Clerk*

The name of the corporation was changed to The Bellevue Training School for Nurses by order of the Supreme Court dated April 14, 1903, filed on April 17, 1903, in the office of the Secretary of State, Albany, New York; and the name of the corporation was further changed to The Bellevue Schools of Nursing by Certificate of Change of Name filed in the office of the Secretary of State, Albany, New York, on May 27, 1943; and the name of the corporation was further changed to The Bellevue and Mills Schools of Nursing by Certificate of Change of Name filed in the Office of the Secretary of State, Albany, New York, on June 6, 1958.

CONSTITUTION AND BY-LAWS OF BELLEVUE AND MILLS SCHOOLS OF NURSING, INC.

ARTICLE I.

The name by which this Society, as amended to date, shall be known is
THE BELLEVUE AND MILLS SCHOOLS OF NURSING.

ARTICLE II.

The object of this Society is the training of nurses for the sick in order that men and women shall find a school for their education and the public shall reap the advantage of skilled and educated labor.

BY-LAWS

I. MEMEBERSHIP

1. The members of the Society shall consist of Honorary, Active and Supporting members and of such other classes as from time to time may be authorized by the members.

2. Honorary members shall be those who may be elected by the Board of Managers of the Society because of valuable aid or service rendered to the Society.

3. Active members shall be those who constitute the Board of Managers of the Society.

4. Supporting members shall be those who may be elected by the Board of Managers because of having made contributions to the Society.

II. BOARD OF MANAGERS

1. The Board of Managers shall constitute the board of directors of the Society and shall have such powers as are customarily enjoyed by such boards.

2. There shall be not less than ten (10) nor more than thirty (30) members of the Board of Managers, exclusive, however, of such representatives of the City of New York as may be elected to hold office ex officio.

3. Members of the Board of Managers shall be elected by the members of the Society at the annual meeting of the members of the Society. However, the Board of Managers may elect members to fill vacancies.

4. Any member of the Society shall be eligible for election as a member of the Board of Managers.

5. The terms of office of members of the Board of Managers shall be such as the members of the Society may prescribe, or, in default of any such prescription, such as the Board of Managers may prescribe; provided, however, that no term shall be for a greater period than 5 years, and provided further that no term of a member elected by the Board of Managers to fill a vacancy shall be for a greater period than until the next annual meeting of the members of the Society.

6. The Board of Managers shall keep minutes of its meetings and shall make an annual report to the Department of Hospitals.

III. MEETINGS OF MEMBERS OF THE SOCIETY

1. There shall be an annual meeting of the members of the Society held in the City of New York at the principal office of the Society (or at such other place in the said City as may be authorized by the Board of Managers and specified in the notice of the meeting) on the first Friday of April in each calendar year.

2. There shall be such other meetings as may be called from time to time by the President, or by the Executive Vice-President, or by any two other

officers, or by action of the Board of Managers. Such meetings may be held at any place in the City of New York on not less than five (5) days' nor more than twenty (20) days' written notice.

3. At the annual meeting of the members of the Society, the members of the Board of Managers shall be elected to fill such terms as shall have been duly prescribed by the members of the Society or by the members of the Board of Managers. Nothing herein contained shall require the members of the Society to elect more than the minimum number of prescribed members of the Board of Managers.

4. At meetings of the members of the Society, the President, or in the absence of the President the Executive Vice-President, shall preside. In the event that neither is present, any member of the Society may call the meeting to order, and the meeting shall thereupon elect a Chairman.

5. The presence of 9 members of the Society shall constitute a quorum.

IV. MEETINGS OF THE BOARD OF MANAGERS

1. There shall be an annual meeting of the members of the Board of Managers held immediately after the annual meeting of the members of the Society; and no call, other than the call of the annual meeting of the members of the Society, shall be necessary for such meeting.

2. There shall be such other meetings of the Board of Managers as may be called from time to time by the President, or by the Executive Vice-President, or by any two other officers or members of the Board of Managers, or by action of the Board of Managers. Such meetings may be held at any place on two days' or more notice. Notice may be given orally or in writing; and the mailing of a letter, or the sending of a telegram, containing notice of a meeting two days before the date of such meeting shall be sufficient giving of notice.

3. At meetings of the Board of Managers, the President, or in the absence of the President the Executive Vice-President, shall preside. In the event that neither is present, any member of the Board of Managers may call the meeting to order, and the meeting shall thereupon elect a Chairman.

4. The presence of seven members of the Board of Managers shall constitute a quorum.

V. COMMITTEES

1. The Board of Managers may authorize such standing and special committees as may seem to them proper, including an Executive Committee with full power to act for the Board of Managers between meetings of the Board of Managers.

2. The President may appoint such special committees as may seem to her proper, provided that no special committee for the same purpose shall have been appointed by the Board of Managers.

3. In the event of a vacancy on any Standing or Special Committee, or sub-committee thereof, the President may appoint an individual to fill such vacancy.

4. In the event that the Board of Managers shall fail to prescribe regulations for any Standing or Special Committee, that Committee may prescribe its own regulations for the conduct of its business.

VI. OFFICERS

1. The officers shall be the President, one or more Vice-Presidents, a Secretary and a Treasurer. They shall be elected by the Board of Managers at its annual meeting and shall hold office until the next annual meeting or until their successors are elected.

2. In addition to such officers, there may be one or more Assistant Secretaries, one or more Assistant Treasurers and such special officers or representatives as may be authorized from time to time by the Board of Managers.

3. One of the Vice-Presidents may be identified as the Executive Vice-President.

4. In addition to the powers specifically conferred by these By-Laws, the President shall have the powers and shall perform the duties usually appertaining to that office and may delegate any of such powers to the Executive Vice-President, if there be one.

5. In the absence of the President, the Executive Vice-President or, if there be none or if she be absent, the Vice-President senior in office shall perform the duties of the President. Each Vice-President shall also perform such duties as may be delegated to her by the Board of Managers directly or by the President pursuant to authorization by, or subject to approval of, the Board of Managers.

6. The Secretary and the Treasurer, respectively, shall have the powers to perform the duties usually appertaining to their offices.

7. Each Assistant Secretary and Assistant Treasurer as may be appointed by the Board of Managers shall have such powers and perform such duties as have been conferred upon or assigned to each of them, respectively, by the Board of Managers.

VII. BY-LAWS

These By-Laws may be amended at any time by the two-thirds vote of the members present at the Annual Meeting of the Society or at any Special Meeting of the members called for the purpose of considering and acting upon proposed changes.

Nothing contained in these By-Laws shall terminate the unexpired term of office of any person serving at the time of the enactment thereof as a member of the Board of Managers or rescind or limit the authority heretofore duly conferred upon any officer or representative to operate any bank account or any securities account with any bank, banker, trust company or broker or to fulfill any obligation of the Society.

AGREEMENT made and dated June 18, 1942 between: NEW YORK UNIVERSITY, a New York Corporation having its principal office at Washington Square, in the Borough of Manhattan, City of New York, hereinafter referred to as the "University"; THE CITY OF NEW YORK, a municipal corporation hereinafter referred to as the "city"; and BELLEVUE TRAINING SCHOOL FOR NURSES, a membership corporation hereinafter referred to as the "Board."

WHEREAS, the parties hereto desire to associate together for the purpose of continuing and expanding the work of training nurses heretofore carried on by the City and the Board in connection with Bellevue Hospital in order to confer University status on the Bellevue School of Nursing to elevate the standards of nursing education and to attract candidates with higher qualifications.

NOW, THEREFORE, in consideration of the premises and of the covenants herein contained, IT IS MUTUALLY AGREED AS FOLLOWS:

1. The work of training nurses at Bellevue Hospital shall be carried on under the name of "Bellevue School of Nursing, Division of Nursing of the College of Medicine of New York University" (hereinafter referred to as the "School").

2. The Commissioner of Hospitals of the City shall, subject to the Civil Service Law and the rules of the Municipal Civil Service Commission of the City, appoint all officers of administration and instruction of the School, including the Director, upon the nomination of the University.

3. The City, through its Department of Hospitals, shall have general control of the School. It shall continue its financial support of the work of training nurses at Bellevue Hospital, and shall, subject to the approval of the Commissioner of Hospitals, the Director of the Budget and the Board of Estimate, pay the expenses of the School, including wages and salaries, except to the extent to which contributions toward such expenses may be made by the Board, and except that the City or the Board shall not be obligated to pay tuition or other fees and expenses arising out of such pre-professional program as may be established as prerequisites of the degree. The University may, but shall not be obligated to, contribute funds from time to time for either special or general purposes of the School.

4. The University shall have general direction of instruction in the School and shall provide supervisory and consultation service by members of its staff. It shall, subject to the requirements of the State Department of Education and of the Division of Nursing of the Department of Hospitals, determine the entrance qualifications of students, the courses of study to be taken, and the requirements necessary to entitle students to certificates, diplomas or degrees. It shall take charge of student and alumni records. All degrees and diplomas after September 1, 1942, shall be conferred by the University. All bulletins and public announcements relating to the School shall be subject to approval of the Commissioner of Hospitals and the University.

5. The Board shall have power to inspect the work of the School, view the premises used or occupied in connection with the School, and make criticisms or suggestions to the Executive Committee regarding matter connected with the conduct of the School. It shall also have the same powers in connection with the nursing services; as to such services, however, its criticisms and suggestions shall be made to the Commissioner of Hospitals of the City.

6. The Executive Committee of the School shall consist of the following persons: The Dean of the College of Medicine of the University; the Director

of the Division of Nursing of the Department of Hospitals of the City; and the President of the Board. The City, the University and the Board may designate their respective alternates to serve on the Executive Committee in the event of the absence of the member representing them. The Executive Committee shall recommend persons to the University for nomination by its officers of administration and instruction of the School, including, from time to time, the person to be nominated as the Director of the School; and recommend changes in personnel, salaries or positions, and fix student fees, subject to the approval of the University and the Commissioner of Hospitals of the City. In fixing student fees, the Executive Committee shall make provisions for the following purposes; (1) expenditures for which funds are not provided by the Department of Hospitals; for example, laboratory fees, library fees, educational and recreational equipment, fund for purchases of books and uniforms and other personal equipment for student and similar purposes; (2) to reimburse the University for all expense directly incurred by it in connection with the work of the School; and (3) for such prorata portion of the general administrative costs of the University as may be equitable and proper.

9. In the event that the parties hereto shall disagree as to the interpretation of any of the provisions contained herein or as to the rights and privileges of the City, the Board and the University hereunder, such disagreement shall be submitted to arbitration, one arbitrator to be appointed by the Board, one by the University and another by the City. If such arbitrators do not agree, they shall appoint a fourth arbitrator as umpire, the decision of such arbitrator or umpire to be final and binding upon the parties hereto, the expenses of such arbitration to be assessed by such arbitrators or umpire at their discretion against any or all of the parties hereto. Any such arbitration shall be in accordance with the Arbitration Law of the State of New York as the same shall be in effect at the time of such arbitration.

10. This agreement may be terminated by any party giving notice in writing to the other parties. In the event of a notice of termination, the parties shall continue performance hereunder until all students who shall have matriculated prior to such notice of termination have had a reasonable opportunity to complete the work for the degrees, certificates or diplomas for which they matriculated. The provisions of this agreement are, however, for the benefit of the parties hereto, and shall not be deemed to confer rights upon students in the event of a termination hereof by notice, mutual consent, or otherwise.

11. Performance under the terms of this agreement shall commence September 1, 1942.

IN WITNESS WHEREOF the parties have hereunto set their hands and seals the day and year first above written.

NEW YORK UNIVERSITY

By (signed) HARRY WOODBURN CHASE

Chancellor

THE CITY OF NEW YORK

By (signed) EDWARD M. BERNECKER

Commissioner, Department of Hospitals

THE BELLEVUE TRAINING SCHOOL
FOR NURSES

By (signed) DOROTHEA JAMES

President, Board of Managers

Paragraphs 7 and 8 of the original agreement have been deleted in this publication because the provisions therein were terminated with the sale to the City of New York of properties at 408-410-412 East 26th Street (previously owned by the University) and 416-418 and 426 East 26th Street (previously owned by the Board of Managers).

Paragraph 6 of the Agreement was modified by supplemental Agreement dated May 1, 1952, to provide that the Executive Committee shall consist of six members: the Dean of the College of Medicine of New York University; the Dean of Washington Square College of New York University; the Director of the Bureau of Medical and Hospital Services of the Department of Hospitals of The City of New York; the Director of the Division of Nursing of the Department of Hospitals of The City of New York; the President of the Board; and the First Vice-President of the Board. It was also provided that each member might designate his or her respective alternate to serve on the Executive Committee; that all actions by the Executive Committee should be deemed to be recommendations; and that all recommendations should be reported in writing to the Commissioner of Hospitals and none should be binding upon the City until and unless accepted by him.

May 20, 1942

BELLEVUE AND MILLS SCHOOLS OF NURSING, INC.
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
OF THE GENERAL FUND
OPERATING ACCOUNT FOR THE FISCAL YEAR
ENDED JUNE 30, 1960

BALANCE JULY 1, 1959

General Operating Funds:

In banks	\$11,859.37	
Petty cash	300.00	\$12,159.37

Revolving Loan Fund for Graduate Nurses:

In bank	\$ 1,920.00	
Loans	80.00	2,000.00

		\$14,159.37
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RECEIPTS:

Income:

Dues	\$ 370.00	
From investments	25,965.50	
Contributions—General	40.00	
Contributions—Mills School of Nursing, Inc.	100.00	\$26,475.50

Other Receipts:

Transferred from Edith Northcote Fund	\$ 1,000.00	
Donation	12,500.00	13,500.00

Total Receipts		39,975.50
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Total Cash		\$54,134.87
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DISBURSEMENTS

Expenses:

Salaries—Recreation and Guidance	\$ 930.41	
Health Service	7,799.18	
Physical Education	1,483.70	\$10,213.29

Office Expenses:

Bookkeeping and Secretarial fees	\$ 1,102.50	
Postage	32.00	
Printing	78.25	1,212.75

BELLEVUE AND MILLS SCHOOLS OF NURSING, INC.
STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
OF THE GENERAL FUND
OPERATING ACCOUNT FOR THE FISCAL YEAR
ENDED JUNE 30, 1960

Sundry Expenses:

Telephone	\$ 167.13	
Playroom expenses	119.57	
Scholarships	2,863.00	
Contribution—Crane and Cross	50.00	
Convention expenses	500.00	
Student pre-admission physical exams	315.00	
SNANY'S Variety Show	50.00	
Printing annual report	549.50	
Auditing fees	215.00	
Honorarium	50.00	
Gifts—ashtrays	233.05	
Graduation expense	739.76	
Nurses residence expenses	450.00	
Christmas decorations	300.00	
Locks for residence	1,480.11	8,082.12

19,508.16

Other Disbursements:

Transfer to Capital Fund for investments	12,500.00
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Total Disbursements 32,008.16

BALANCE JUNE 30, 1960 \$22,126.71

BALANCE JUNE 30, 1960 CONSISTS OF THE FOLLOWING:

General Operating Fund:

In bank	\$15,608.35	
Due from Edith Northcote Fund (exchange)	1,113.41	
Petty Cash Fund	300.00	
Due from Investment Fund	3,104.95	\$20,126.71

Revolving Loan Fund for Graduate

Nurses:

In bank	\$ 1,800.00	
Loans	200.00	2,000.00

BALANCE JUNE 30, 1960..... \$22,126.71

MRS. WILLIAM H. OSBORN, *Treasurer*

A list of securities held by the Board of Managers is available on request to the Treasurer.

Mrs. William H. Osborn, Treasurer
Bellevue and Mills Schools of Nursing, Inc.
440 East 26th Street
New York 10, New York.

Dear Madam:

I have made an examination of the recorded cash receipts and disbursements of the General Fund Operating Account of the

BELLEVUE AND MILLS SCHOOLS OF NURSING, INC.

for the fiscal year ended June 30, 1960 and present the following statement:

**STATEMENT OF CASH RECEIPTS AND DISBURSEMENTS
OF THE GENERAL FUND OPERATING ACCOUNT FOR THE
FISCAL YEAR ENDED JUNE 30, 1960.**

In connection therewith, recorded cash receipts were compared with the deposits appearing on the bank statements and income from securities was compared with such income appearing on the custodian account statements. All recorded cash receipts were deposited in bank. Disbursements were compared with paid checks, approved vouchers and other supporting evidence and the total of such disbursements was reconciled with the total of the charges on the bank statements.

The petty cash funds were counted by me during the course of my examination and found to be in order.

In my opinion based upon such an examination the accompanying statement fairly sets forth the recorded cash receipts and disbursements of the GENERAL FUND OPERATING ACCOUNT for the fiscal year ended June 30, 1960 and the cash balances of the account at that date.

Yours very truly,

REUBEN JACOBSON
Certified Public Accountant

New York 10, New York
December 16, 1960.

The New York Academy of Medicine

DUE IN TWO WEEKS UNLESS RENEWED
NOT RENEWABLE AFTER 6 WEEKS

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